Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Engraving and Printing

For 4th Quarter 2020 for period ending September 30, 2020

This report is based on the Complaint Against hierarchy.

			Coı	nparat	ive Dat	a
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2020Th00 20
	2015	2016	2017	2018	2019	2020Thru09-30
Number of Complaints Filed	24	16	17	9	17	16
Number of Complainants	22	15	17	9	14	16
Repeat Filers	1	1	0	0	2	0

Complaints by Dosis			Com	parati	ve Data	a
Complaints by Basis	Pre	vious l	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru09- 30
Race	11	2	7	6	6	5
Color	2	1	4	2	4	3
Religion	2	0	0	1	1	1
Reprisal	11	8	8	2	9	10
Sex	7	6	11	5	6	5
PDA	0	1	0	0	0	0
National Origin	6	4	6	1	2	2

Equal Pay Act	0	0	0	0	0	0
Age	8	4	6	4	10	8
Disability	5	3	6	1	7	5
Genetics	0	0	0	0	0	0
Non-EEO	0	2	2	0	0	0
Completed by Long			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious]	Fiscal `	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2015	2016	2017	2018	2019	2020Thru09- 30
Appointment/Hire	5	2	4	2	3	3
Assignment of Duties	0	1	2	1	1	0
Awards	0	0	0	0	2	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	1	0
Reprimand	1	1	0	1	0	0
Suspension	2	0	0	1	0	0
Removal	1	0	0	0	0	0
Other (DO NOT USE)	0	2	1	0	2	0
Duty Hours	0	0	1	0	0	0
Perf. Eval./ Appraisal	2	0	0	0	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	5	4	5	4	7	11
Sexual	2	2	3	0	0	2
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0

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Promotion/Non-Selection		3	4	3	1	0	3
Reassignment							
Denied		0	0	0	0	0	0
Directed		1	0	0	0	1	1
Reasonable Accommodation Disability	l	2	0	2	1	0	0
Reinstatement		0	0	0	0	0	0
Religious Accommodation		0	0	0	0	0	0
Retirement		0	0	0	0	0	0
Sex-Stereotyping		0	0	0	0	0	0
Telework		0	1	0	0	1	0
Termination		2	1	1	0	2	1
Terms/Conditions of Employ	yment	3	0	0 2		2	2
Time and Attendance		1	0	0 1		2	0
Training		1	0	1	0	0	0
Other							
Equal Pay Act (DO NO	T USE)	0	0	0	0	0	0
User Defined - Other 2		0	0	0	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Con	npar	ative	Data	-
Processing Time	I	Previous	Fiscal	Yea	r Data	a	2020Thru09-
	2015	2016	2017	2	2018	2019	30
Complaints pending during f	iscal yea	r	1	1			1
Average number of days in investigation	194.69	189.43	185.59	9 11	17.88	128.92	126.50
Average number of days in final action	28.27	16.80	1	9.80	23.12	36.55	
Complaint pending during fi	scal year	where he	earing	was 1	reques	ted	

			1											
Average number of days in investigation	218.4	43	19	90.2	29 1	82.	.93	14:	2.00	130).78	13	30.75	
Average number of days in final action	22.4	3	1	9.2	2	10.	88	15	5.12	21	.53	3	2.25	
Complaint pending during fi	scal y	ear	wł	nere	hea	rin	g wa	as n	ot req	ues	ted			
Average number of days in investigation	167.0	00	19	9.0	00 1	98.	.00	45	5.50	123	3.33	12	24.38	
Average number of days in final action	45.5	0	4	2.2	5 4	40.:	50	38	3.50	35	.00	39.00		
		Compara							parat	ive	Data	a		
Complaints Dismissed by A	Agenc	2020												
		2015 2016 2017						7	2018	20	19		30	
Total Complaints Dismissed Agency	by		3	3	2		1		5	(5	1		
Average days pending prior dismissal	to		6	4	251 23				67.4	35.	.67		9	
Comp	laints	W	ith	dra	wn l	by	Cor	npl	ainan	ts				
Total Complaints Withdrawn Complainants	ı by		1	L	0		1		0	()	3		
							Con	npa	rativ	e Da	ata			
Total Final Agency Action	ns		P	rev	ious	Fis	scal	Ye	ar Da	ta		2020	Thru09-	
Finding Discrimination		201	5	20	016	2	017	2	2018	20)19		30	
	#	ŧ (%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	()		1		0		1		0		0		
Without Hearing	()	0	0	0	0	0	1	100	0	0	0	0	
With Hearing)	0	1	100	\log	\log	0	0	\log	0	0	0	

Findings of Discrimination					C	omp	ar	ativ	e D	ata		
Rendered by Basis		Pı	rev	ious I	isc	al Y	'ea	r Da	ıta		2020	Γhru09-
Note: Complaints can be filed	20	015	2	016	20)17	20)18	20)19		30
alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		0		0		0	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	100	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		0		0		0	
Race	0	0	1	100	0	0	0	0	0	0	0	0
Color	0	0	1	100	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Total Number Findings Appointment/Hire Assignment of Duties	0 0	0	0	0	0 0	0	0 0	0	0 0 0	0	0 0	0
	#	%	#	%	#	%	#	%	#	%	#	%
Findings of Discrimination Rendered by Issue	20	Pı 015		ous F 016		al Y 17	ear 20			19		Γhru09- 30
				-		omp				ata		
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0		0
Findings Without Hearing Race	0	0	$\begin{bmatrix} 0 \\ 0 \end{bmatrix}$	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0	$\begin{vmatrix} 0 \\ 0 \end{vmatrix}$	0	0	0
T. 1. 11761 4 T	0											
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment											•	
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance						0	0	0	0	0	0	0
	0	0	0	0	0	U	0	U	U	U	U	0

Other - User Define												
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		1		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	1	100	0	0	0	0	0	0	0	0

Daniad		0		0		0		0		0	0	0
Denied	0	0	0		0	0	0	0	0	0	0	
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define											-	
Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0

Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment				-							-	-
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												•
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												-

Equal Pay Act (DO NOT USE)	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
						Cor	np	arat	ive	Dat	a	
Pending Complaints Filed in Previous Fiscal Years by Stat			Pre	vious	F	iscal	Y	ear I)at	a	2020	Thru09-
		20)15	2010	5	2017	7 2	2018	2	019		30
Total complaints from previous Fiscal Years		2	23	26		27		26		9		5
Total Complainants		2	22	23		23		21		9		5
Number complaints pending												
Investigation			0	0		0		0		0		0
ROI issued, pending Complainant's action			0	0		0		0		0		0
Hearing		2	21	25		26		24		7		3
Final Agency Action			2	0		0		1		1		1
						Cor	np	arat	ive	Dat	a	
Complaint Investigations			Pre	evious	F	iscal	Y	ear I)at	a	2020	Thru09-
		20)15	2010	5	2017	7 2	2018	2	019	_	30
Pending Complaints Where Investigations Exceed Required Time Frames			1	0		0		0		0		0